



## Memphis City Council Summary Sheet

**1. Description of the Item (Resolution, Ordinance, etc.)**

An ordinance to amend Chapter 15 of the City of Memphis, Code of Ordinances to add Article III for the purpose of establishing a Supplemental Retirement Benefit Plan for Solid Waste Management, AFSCME employees

**2. Initiating Party (e.g. Public Works, at request of City Council, etc.)**

Public Works

**3. State whether this is a change to an existing ordinance or resolution, if applicable.**

This item requires an amendment to Chapter 15 of the City of Memphis, Code of Ordinances

**4. State whether this requires a new contract, or amends an existing contract, if applicable.**

Not required

**5. State whether this requires an expenditure of funds/requires a budget amendment.**

This Ordinance does not require an amendment to the current budget

**AN ORDINANCE TO AMEND CHAPTER 15 OF THE CITY OF MEMPHIS, CODE OF ORDINANCES TO ADD  
ARTICLE III FOR THE PURPOSE OF ESTABLISHING A SUPPLEMENTAL RETIREMENT BENEFIT PLAN FOR  
SOLID WASTE MANAGEMENT EMPLOYEES**

**WHEREAS**, the administration has engaged in extensive discussions with the American Federation of State, County and Municipal Employees, Local 1733 ("AFSCME") at the direction of the City Council to develop a joint plan which would restructure the Solid Waste Management Department in order to increase efficiencies, while reducing operating costs; and

**WHEREAS**, City and AFSCME agree greater efficiencies could be realized through the proposed implementation of a multi-year plan that includes an increase of garbage collection routes, excess trash collection on a weekly basis, elimination of dedicated trash crews, and an increase of garbage crews for the collection of garbage and trash; and

**WHEREAS**, AFSCME has proposed that savings generated through the implementation of such efficiencies be used to fund a Supplemental Retirement Benefit Plan for eligible solid waste management employees; and

**WHEREAS**, the Memphis City Council deems it in the best interest of the solid waste employees that this Supplemental Retirement Benefit Plan be established.

**NOW THEREFORE,**

**SECTION 1. BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MEMPHIS**, that Chapter 15 of the City of Memphis, Code of Ordinances is hereby amended by adding the following language:

**ARTICLE III. BENEFITS**

**Section 15-46. Creation of Solid Waste Supplemental Retirement Benefit Plan**

There is hereby created a Solid Waste Supplemental Retirement Benefit Plan for solid waste employees hired by the City of Memphis as of \_\_\_\_\_.

**Section 15-47. Definitions**

**Section 15-48. Eligibility Requirements**

**Normal Retirement.** A Solid Waste employee in the regular, full-time employ of the City that has reached the age of sixty-five (65) and has a minimum of \_\_\_\_\_ years of service shall be eligible for Normal Retirement pursuant to this section.

**Early Retirement.** A Solid Waste employee in the regular, full-time employ of the City that has reached the age of sixty-two and has a minimum of \_\_\_\_\_ years of service shall be eligible for Early Retirement pursuant to this section.

**Section 15-49. Retirement Benefit Amount**

- (a) Any employee that satisfies the eligibility requirements for retirement as set forth in Section \_\_\_\_\_ shall be entitled to a supplemental retirement benefit in the amount of four hundred dollars (\$400) multiplied by the number of years of service completed upon retirement; provided however, that the years of service of such employee shall be capped at thirty (30) years with partial years to be calculated based upon completed months.
- (b) The supplemental retirement benefit as provided for herein shall not be subject to a Cost of Living Adjustment (COLA) and shall be paid in accordance with Section \_\_\_\_\_.

**Section 15-50. Payment of Retirement Benefit**

- (a) The supplemental retirement benefit provided hereunder shall be paid \_\_\_\_\_ in the form of a straight life annuity to a single employee that has satisfied the eligibility requirements set forth in Section \_\_\_\_\_ herein and retired from service.
- (b) In the event of the death of a married solid waste employee that has satisfied the eligibility requirements included herein and retired prior to such employee's death, fifty percent (50%) of the supplemental retirement benefit provided hereunder shall be paid to the surviving spouse. If there is no spouse, the benefit shall be paid to or on behalf of the deceased employee's surviving children. Notwithstanding the foregoing, a surviving spouse shall have the ability to buy up to one hundred percent (100%) of the deceased employee's benefit as provided herein.
- (c) If an employee receiving a benefit pursuant to this Chapter is reemployed after the commencement of his retirement benefit payments, no further benefit payment shall be made to such employee during his period of reemployment.

**Sections 15-51---15-60. Reserved.**

**SECTION 2. BE IT FURTHER ORDAINED,** That the provisions of this Ordinance are hereby severable. If any of these sections, provisions, sentences, clauses, phrases or parts is held unconstitutional or void, the remainder of this Ordinance shall continue in full force and effect.

**SECTION 3. BE IT FURTHER ORDAINED,** That this Ordinance shall take effect from and after the date it shall have been passed by the City Council, signed by the Chairman of the Council, certified and delivered to the Office of the Mayor in writing by the Comptroller, and become effective as otherwise provided by law.

Edmund Ford, Chairman  
Memphis City Council